

*Moderator:* Thank you all for joining us on this week's Teamsters' coronavirus update call for affiliates and staff. To start us off this afternoon, General President, Jim Hoffa. Mister Hoffa?

*Jim Hoffa:* Well, thank you very much and thank you for – all the affiliates and local unions and friends that are joining me and all of us on this call. It's important for us all to keep in contact with each other – the international, the local unions, the joint councils, the conferences – so we all are on the same page, and we all know what's going on. And I know that a lot of our directors are doing a great job of calling everybody that's in their division or that they direct to keep in contact and up to date and to answer any questions that are going on. We're all staying safe or we're all following the six-foot rule, masks, and stuff like that. I mean, all of us have got this drilled down pretty well and it's important we keep that up so we all stay safe so we can come out of this together.

Today, we've got some important people to give reports. We've got Denis Taylor, from UPS, Bill Hamilton from DHL, Nina Bugbee from our Health Department, and Robert Mele from Local 988 who's gonna talk about Zoom. All these people have a unique insight into what's going on in their division, and I think it's gonna be very interesting. We also are going to have Gary Witlen on, who can give us, I thought, his insight into how we do meetings and stuff like that, and the requirement of local unions was very important and very insightful. Robert Mele is gonna be talking about – and I'm looking forward to his report – about how he did a membership meeting with Zoom, and I know a lot of people are asking questions.

Now that we can't do any meetings, what about our membership meetings? So, he'll give you some insight into that. We've been very, very busy doing all the coordination, talking to people in the government, talking about stimulus three, talking about stimulus four. One of the things that was kind of interesting – that I got named to a committee of dozens of people and I didn't know I was gonna be on the committee. One day, I get a call that "You're on this committee with President Trump and this is the Great Economic Recovery Committee."

What a name. So, anyway, that's what they have on, and we went through – it was a dog and pony show of a lot of people talking, but my point was – we're not going back to work until it's safe for all of our workers. And that is a scientific question. It's a numbers question as to when this thing has peaked and when we've got the

proper safeguards in place. So, that was my message for this committee, and I think it was taken to heart, because I wasn't the only person saying that. The other thing we're doing is we're working very hard – because we're getting requests from a lot of areas where we have people laid off like airlines, rent-a-car, motion picture, and some trucking companies to try and help them with stimulus.

So, we're basically writing letters to Pelosi and Schumer and everybody else under the sun to say, "These parts of our union need help. We've got a lot of layoffs there and we've gotta do something about it." I think that's important. The other thing that I thought was really important this week was this loan program that they had in stimulus three. It was supposedly for family-owned businesses to keep people working.

It was \$350 billion and unbelievably, it got screwed up. Right from the bat, the money was gone in like, two days. And who got the money? Harvard. Harvard has a billion-dollar endowment.

They got a loan. Ruth Chris Steak House got a loan. And we find out that the banks made \$10 billion in fees by processing them. So, they basically hijacked the program that was supposed to help people and it just shows that no matter what you do, these people are out to scam the system and somehow, do that. So, now, because of what happened, we've been working with Schumer and the democrats and the Republicans to get another \$450 billion – which is really part of stimulus – to basically supplement that and hopefully, this money won't get hijacked the way the other money got hijacked. It's unbelievable what's going on.

Obviously, stimulus four is coming up. We understand that Congress is coming back to work in May or late April/May, and one of the biggest things that we have to do is fix our multi-employer pension systems. We have talked to Schumer. We have a plan. It was active in the last stimulus three.

It didn't make it, but hopefully, it'll make it this time. We're getting everybody on board – the AFL, the building trades – so, we're all singing the same song and we'll do everything we can to make sure, because we think this is the opportunity to fix something that is so important and covers over 10 million people covered by these plans. I also had a call with the Secretary of Labor, Eugene Scalia, and I had an opportunity to talk to him about a new OSHA

standard. He calls up and – if you know, Scalia, if we want him, we have to talk to him. It's important we talk to him.

But what I pressed to him was that we need a new emergency standard for OSHA and for the virus. This is so new, and the requirements are so new that OSHA really doesn't have a plan for this and doesn't have a specific enforcement and a specific language. I also urged him – I said, "If you don't go out and enforce this law – number one, pass the law – that makes – they have to do all these requirements of what you have to do to have a safe job and make sure that gets done. But you have to make sure that it gets done and then, you have to enforce it." And I pointed out a number of places where there have been unbelievable problems happen.

Smithfield Foods – you've probably heard about that – in South Dakota – 700 people with coronavirus. Amazon, in Charlotte – a warehouse there – 7 people with the virus. Tyson Foods – three people dead from the virus. These people are not basically doing what's necessary. At one place, at Tyson, people stand next to each other and process 80 chickens a minute.

That's the requirement – 80 chickens a minute while they're standing in line butchering these chickens. So, you see the problems, and I urged Scalia to say, "You've gotta be the cop in town to enforce this." And whether he's gonna do it or not, we're gonna make sure that we keep pushing that and be pushing for a new OSHA standard that makes sense. Now, Christie Bailey's been very involved with the political and legislative action. There's a lot of politics going on and she'll give you a report on that.

So, there's a lot going on on our agenda. We've been meeting with people and talking to people on the phone in Washington from the president to Scalia to Schumer to Pelosi to try and get our agenda done. It's a lot of work to do and hopefully, it'll get done. They have a lot of money out there and we have to make sure that money goes to help Teamsters. That's the most important thing we can do. Now, I'd like to turn this over to our secretary treasurer, Ken Hall.

*Ken Hall:*

Thank you, Jim, and good afternoon, everyone. Yes, sir, we're all reading and watching the news and we're all hearing similar things. Some governors are talking about loosening the restrictions on people's movement and opening some of the economy back up, and while we want to get back to normal life soon, we have to

remember that what we thought was normal won't be our reality for a long while. And I hope our state leaders do the right thing for their citizens and our members and remain careful and thoughtful about when and how to start reopening the economy. As always, the Teamsters Union's responsibility's for our members health and safety, and we will remain vigilant in that.

Because of all of our efforts, non-union workers are seeing the benefits of having a union in times like these. And so, that's a good thing. And I'm proud the Teamsters are at the forefront of this fight and we're setting an example for non-members as to why having a union's so important. So, I would say to keep up the hard work and stay safe, and if you need anything from the International Union, don't hesitate to contact us. Now, I'll turn the call over to the President of Teamster Canada, François Laporte.

*François Laporte:* Thank you very much, General Secretary Hall. Good afternoon, everyone, General President Hoffa. Thank you for giving me the opportunity to present my sixth reports on what is going on in Canada. Like any country in the world, we have been deeply affected in every aspect of our life up North. However, our Teamsters Canada office is slowly reopen.

There is no – the building is not accessible for the public, but slowly, the people are coming back to work, and we are respecting all the government rules and guidance. Our Canadian government, today, has announced a new financial package – a new financial assistance package – to help our group of our citizens who are also affected by the crisis, and we are talking about the students. So, the government has announced a package that will support students with regards to their loans, to their summer jobs, *et cetera, et cetera, et cetera*. So, our students will receive decent money to go through this crisis. With regards to the Canada/United States relationship, I want you to be aware that Prime Minister Trudeau has announced that the Canadian government have reached an agreement recently with the US administration with regards to the border and the border will remain closed for non-essential travel.

With regards to immigration, Canada also has announced that it will not suspend the immigration program, but we expect the numbers of application will – it will be significantly reduced. Regarding our members – our members in the health care system in the nursing home and long-term care centers are at the forefront and they are exhausted. They are very, very frustrated with the situation and unfortunately, I have to report, that some of them

have contracted the virus. Also, regarding the manufacturing sector, I want to point out that significant numbers of Canadian manufacturers have adapted their operation to fabricate PPE – masks, **smoke**, respiratory device – so, lots of Canadian companies are now into that business to supply Canadians with the PPE. The life for our highway drivers is still difficult.

We are more and more about drivers considering to stay home. Transport Canada is monitoring the situation, and they want to make sure that there is no – that no shortage happens for the food supply. We got UPS. We got one – nine Covid cases recently, and unfortunately, I want to report that one of our part-time worker died of Covid-19 so, Teamsters Canada want to express its condolence to the family. Construction sector – the residential construction is gradually reopening so, we got more and more people back to work. On the other end, in the oil sector – which is part of our construction division – the oil sector is totally devastated and for the reason that we all know.

Just before I conclude, I want to say a few words about the pension plan. Teamsters Canada is working in close collaboration with the Canadian Labor of Congress and other affiliates, and we also in communication with the Canadian government to ensure that the Canadian pension plan system stays sustainable. At this point, I want to emphasize on the fact that the Teamsters Canada pension plan is very secure. We are still more than 100 percent funded. And with regards to the growing concern, we are above 100 percent.

We are approximately at 104 percent. So, our pension plan is in good shape. So, that concludes my report, and I would like to introduce LaMont Byrd.

*LaMont Byrd:*

Okay. Thank you. Good afternoon. I'd like to provide you with a brief update on health and safety related issues concerning the response to the Covid-19 crisis. The Safety and Health Department is receiving calls from members and locals seeking information on how to assist members who tested positive for Covid-19 or have become ill as a result of the virus.

There is a growing movement, here in the US, to reduce the stay at homes orders in several states and return to normal operations despite health professionals expressing serious concerns about the consequences of opening before adequate testing and other safety measures have been implemented. The Safety and Health

Department continues to develop and post fact sheets that can be found on the IBT website at [Teamster.org/Covid19](https://Teamster.org/Covid19). We recently posted a fact sheet on the use of respirators and masks, and we now have a few fact sheets that have been translated into Spanish language. With respect to OSHA, OSHA recently published guidance for package delivery operations that include administrative measures and the use of personal protective equipment. This guidance largely tracks the prior recommendations from OSHA and the Centers for Disease Control.

One additional OSHA-related issue is that the Federal Legislation and Regulations Department here at the IBT did an outstanding job working to support a bill that, among other things, instructs OSHA to issue an emergency temporary standard that the General President referenced, and this standard is designed to protect all workers from the coronavirus, and we certainly hope that it passes. In terms of the Centers for Disease Control, the CDC has actually reached out to the Safety and Health Department staff on several occasions to request assistance in reviewing and editing fact sheets for various industries, including trucking. And, on the research front, several research groups that are investigating how the coronavirus is spread have further proof indicating that transmission occurs through droplets and through aerosols. Studies also show that the virus can be detected in air up to several hours after it's been disbursed in an aerosol. There are other studies that show that the virus is hardy and can remain infective for over 12 hours after it's been either aerosolized or has landed on objects.

This is unlike many other viruses, including the seasonal flu. I bring this up simply to reinforce the need for us to wear the appropriate personal protective equipment when necessary. Use cloth face covers and maintain physical distancing and use good hand hygiene. With that, I'd like to introduce Gary Witlen with our legal department. Gary?

*Gary Witlen:*

Thank you, LaMont. For those of you who were on the call last week, I indicated that we would be preparing some guidelines concerning the available resources for you to use in conducting meetings remotely, and that memo is circulating and hopefully will be out in the next week with suggestions. It's impossible to come up with something that is going to deal with every situation that every local union confronts so, as always, if you have questions about your particular local or a type of meeting or issues you want to present at a particular meeting, you are free to contact the legal

department or myself via e-mail and we will get back to you. But more important than listen to me, I'd like to transfer the call and yield my time to Robert Mele from Local 988 – a local which has, I believe, successfully conducted a meeting remotely using one of the services that is going to be recommended and available to you. So, everybody stay safe and please, as I said, if you utilize one of these services, let us know some feedback as to what has worked successfully, and what problems, if any, that you have encountered. And with that, I pass the baton to Robert Mele.

*Robert Mele:*

Thank you, Gary. Thank you for allowing me to talk about my local union's experience with our first ever virtual general membership meeting. This was necessary due to the restrictions of Covid-19 in the Houston area. I do want to, I guess, make sure that I make a point that I did reach out to the IBT legal department before I went ahead with the virtual meeting – maybe a couple of weeks ago – mainly to find out if there was anything prohibiting me from doing this. Since then, last week, we had Gary talk about it on last week's call.

And then, we started planning it out. At our normal general membership meeting, we usually range between 125 to 200 members on most months – sometimes larger. So, I wanted to make sure that we could accommodate this many members. We did decide to go with the Zoom webinar format instead of a typical open-Zoom session. On our Zoom webinar, we could have up to 500 registered callers so, there's much more than we thought we would need.

We felt that it was important that we limited the meeting to Local 988 members, retirees, and invited guests, if at all possible, understanding that some members might have other family members listening in. We mailed out our normal general membership meeting notice, as we always do, but this time, on the announcement, it stated that we would be conducting the meeting by Zoom webinar. It also included instructions on how to pre-register for the meeting, as well as a QR code that the members could just take their phone and scan it. That would make it a lot easier for them to register or pre-register. We also have a local union app, and we pushed the same information out on our local union app, including the QR code.

We were just trying to get as many people pre-registered as possible in order to prevent any long waiting periods at the beginning of the meeting. With that said, any local union member

could register at any time prior to – or even during – the meeting itself. We had our Titan operator in her office, and she was registering members as the meeting was going on. We had about 155 members pre-register. Once they did pre-register, they were sent an e-mail.

This would allow one sign-in per link. We did this to prevent members from e-mailing their link to somebody else. We also had, I guess, thought about another situation. If a member lost their log-in information and needed to re-register, the original e-mail link would be voided out and they were sent a new log-in. We sent additional reminder e-mails a couple of days before the meeting itself, and also, the day before the meeting.

We followed our normal general membership meeting format with me opening the meeting. I guess the only difference was, in the beginning, I explained to some of the members how to access some of the Zoom functions that would be necessary – whether they were on their mobile device or whether they were on their laptops or computers – some members may not have been familiar with. Some members also could be on the call using Zoom audio only. I also explained how to make a motion. Again, just like a regular general membership meeting, except with using Zoom to ask a question during the meeting or to make a motion, the member would have to raise their virtual hand and then, type the motion in the question and answer function on the Zoom toolbar.

To be as transparent as possible, if anybody or anyone had a correction, a question, a motion, or a second, I would read it and announce who was submitting it, as well as what company they were from. Once I had a motion and a second, we put the motion to vote in the form of a Zoom poll. Now, the poll would pop up in a separate box on the screen, and the members would answer "Yes" or "No". We did hold a mock – or practice – meeting before we did our regular meeting just to iron out, I guess, any problems, and we noticed that only the members who participated in the poll would actually see the poll results up on their screen so, therefore, I would also read the poll results for those who did not participate in the poll or if they were on an audio-only call. We had great participation and interaction.

We also were able to show, I guess, slides of team care and other documents, as well as pictures of our members that were featured on our social media page, as well as the international social media page. We also showed pictures of our Covid supplies that we'd



already delivered to some of our members, and the supplies that we had on order. We did have a hiccup. It was storming pretty bad on Sunday, when we had our meeting. We finished our regular order of business – including reports – and we were actually into the question and answer from the member section, and we had a lightning strike that turned off our lights.

They came right back on, but, unfortunately, we had to wait for everything to reboot back up. But within a short period of time, everybody on the app and the Zoom call kept repopulating on the webinar. We did have a few less members reappear, but once everything came back up, we continued with several more questions. We received a motion to adjourn and usually, our union meetings take about two to three hours, depending on what all we have to cover, and this one took about the same. Overall, it was a great experience.

The members participated and we had a lot of great feedback and, of course, we'd all rather go back to our regular general membership meetings in person, and we can't wait to do that. But, until that can happen, I guess this is a doable alternative for those that are interested. And that's my report and, at this point, I'll turn it over to Denis Taylor.

*Denis Taylor:*

Well, thank you, Robert. So, we go from the most technologically proficient individual to me. I want to start my report – it's fairly short. The number of stops that a number of UPS facilities around the country are experiencing peak volume levels and residential stops are through the roof. Logistically, it's difficult to train new drivers under the current social distancing rules.

That's lent us to have a driver shortage in a number of facilities. Not all, but in a number of facilities, we're experiencing some driver shortages. And, as a result, the company and I talked about the ability for drivers to forego, on a voluntary basis – completely voluntary basis – any scheduled vacations that they may had and save those vacations or bank those vacations in the eventuality that they would have a Covid-related illness. So, we came up with a vacation bank MOU that is not intended to infringe on any supplemental agreement. It's completely voluntary, and it has a number of outs for any local union that is not comfortable with using it in its entirety or using it in any particular classification.

It doesn't work well for a number of feeder operations where we have people on layoffs. It certainly doesn't work well in places

where we're not experiencing heavy volume levels. So, we've had about a third of the locals who have opted out, but two-thirds of the locals have agreed to make this thing – give it a go, and we think that it should give some of the deliveries, operations, and some of the drivers, some relief as opposed to having to go through peak volume levels with peak summer vacations coming up here very shortly. So, if anybody has any problems with this or any questions on the MOU, please, contact the division and we'll go over it with you. Also want to announce that we do have about 1200 UPS freight folks on layoff, as we speak, and I think some of the supplements have agreed to cross-utilize some of those drivers in the event the company runs out of part-timers to use some of these freight folks in their normal capacity.

And lastly, we have – we've talked about the National Grievance Committee, which is scheduled for June – the first week of June. We are going to postpone that grievance committee. We've talked to a number of the local unions that are gonna be affected by this, and we determined that it's probably not in anybody's best interest to be traveling to Minneapolis in June. We do not believe that this thing is gonna be anywhere close to being done by then, and we will push these grievances off into the October panel and hope that we can get that one out. And that's my report and I'd like to turn it over to Vice President, Bill Hamilton.

*Bill Hamilton:*

Thank you, Denis. We remain in nearly daily contact with DHL Express and AEI. Obviously, the safety of our members, like everybody else, is our highest priority. In terms of DHL, we have had a number of locations where employees have tested positive for Covid-19. To the best of our knowledge, we have 56 positive cases – 9 in Philadelphia and 30 in quarantine – and all locations where this has occurred, we are hearing from our different locals that the company's done a fairly decent job of quarantining people and sanitizing the workplaces and equipment, including with rapid response deep cleaning teams.

But if anybody on this call is seeing a failure on the part of DHL in terms of safety or sanitation regarding Covid-19, please, contact me immediately and we will get after the company. As I previously reported, the company has put up plexiglass barriers to shield people from public exposure at customers' windows and has adopted procedures that minimize drivers' physical contact with customers such as using a combination of photographs of delivered packages, and phone calls to customers notifying them that their package is outside, and then, verifying from a safe distance that he

customer actually picks up the package. Right now, we are not seeing a huge spike in layoffs at DHL Express. Volumes vary by location, of course, but overall, we are not seeing a catastrophic drop that other industries are seeing. Inbound volumes are decreasing, however.

We have also developed a plan somewhat similar to Denis' UPS at DHL where we have an MOU, but it's a little bit different in that we developed a system where people that could be affected by layoffs can move their vacation, change it. Senior people can volunteer to take vacation and move their vacations around. The only caveat we did was we backed all the vacations at DHL – when people take them – with casuals or part-timers and now, we've relaxed the replacement of extra vacations that might come up. So, in other words, if they had 10 weeks of vacation, I allowed 15. Five weeks would not have to be backfilled if there was, in fact, a layoff.

It's voluntary for each local so, there's no buying in or buying out, and it's voluntary for every employee. So, if they want to buy in or buy out, it's up to them. So, we didn't make it too prohibitive so people would feel flexible using it and it would benefit our members if there was, in fact, a layoff, which is certainly not imminent, but the longer this goes, who knows what's gonna happen. We recently had the – you saw the press conference. A DHL driver was featured at the White House ceremony, and it just recognizes the outstanding service that our frontline workers are providing to America during this crisis.

I'm truly proud of our members. As for AEI, we're insisting the company maintain safest and cleanest workplace as possible, and also, follow the CDC guidelines. Again, we are working with the company to \_\_\_\_\_ flexibility on vacation scheduling, or to allow our members to have some flexibility, and hopefully, maintain health coverage by using more accrued vacation time now. It's a little different at AEI because their product is different and they're starting to see some serious downturns in business. And, in fact, we certainly expect – if this continues to this magnitude – that we will see some layoffs.

They do a lot of the Asia trade and in two weeks, some of the China work might be coming back, but we don't know. It is hoped that our volumes start to increase but it's like anything else today. Again, I want to recognize and thank our folks at AEI and, like DHL Express workers – is doing a terrific job and I'm truly proud

of the work they're doing. I also want to take a moment to thank the entire division that is working with me and the IBT for supporting us during this. We've had a lot of information going back and forth, and I just want to give a shout out.

Rich Gibson's been a rock through this. Every day, something else pops up and he's always there to help us with an answer. So, with that, I want to thank everybody. Stay safe. And I want to turn it over to Nina Bugbee.

*Nina Bugbee:*

Okay. Thank you, Bill. As I mentioned in previous reports, the health care division has been working in tandem with the IBT Communication Department and SRC and has conducted a national survey of our members. And I'm very pleased to announce that 1300 health care facilities members in health care facilities across 31 states responded to the division survey. We now have hard data on what workers have been sharing with locals and divisions.

Health care workers are facing stressful situations and need better safety protocols and PPE for management. They are fighting this pandemic head on, and they need the proper tools. Some of the important findings of the survey are that 86 percent said PPE is being rationed in the workplace, 60 percent said they don't have access to N95 masks, 30 percent said they don't have access to surgical masks, and 48 percent said they're not being informed by management on updates to safety protocols. We are advocating for our members working on letters of agreements, fighting to ensure safety procedures and work with employers nationally to safeguard members to obtain PPE. We're demanding CEOs in the industry prioritize patient care standards for our members and the community.

If they can protect their own massive salaries, they can provide masks to frontline workers. We are in a time of crisis and workers are helping us get through this and they're under extreme stress and anxiety and the health care division has advocated for needed treatment for health care workers facing post-traumatic stress syndrome following their work with this pandemic. We have 50,000 health care workers out there and the best way to protect them is for our mighty Teamster union to elevate their voice to fight for their best conditions for them given these trying times, and to practice social distancing whenever we can so we can ease the burden of our health care providers. We're putting the survey

data to use in identifying areas and locations to push harder. We are working, right now, on a national exclusive story.

In fact, I spoke with *Time* magazine yesterday and we will also do broader media launch in the coming weeks to draw national attention to the hard data that Teamsters have collected to our demands to protect the frontline health care workers. We owe a debt of gratitude to all the health care workers out there working every day. And so, in closing, I want to mention that what inspires me every day, as I get up and represent these health care workers, is Karen Jones inspirational workshops on the history of Teamsters during hard times. We are Teamsters just like that today. No different, even in Covid-19.

So, with that, I would like to turn it over for closing to our great General President, James P. Hoffa.

*Jim Hoffa:*

Well, thanks, everybody. Thank you, Nina. The one thing that comes through is how the union is fighting for a safe workplace. These employers, to some extent, have done it, but we've got to push harder and harder to make sure that they live up to their obligation to present a safe workplace. Now, we've been successful with MOUs at a number of large places, but there are some employers that are not cooperating, and we've got to put a spotlight on them and really force them – with OSHA complaints or whatever it has to be done.

We're making a lot of progress, and you really see how important unions are when it comes down to a crisis like this corona crisis. It's so unusual that all of us – so many people are not working while other people are out there, working every day, under very unsafe conditions. We're making the very best of this, and I'm very proud of what all the directors are doing and all the people on this call. I want to thank everybody for being on this call. I think these calls are important.

Every time we do a call, I think we all learn. So, with that being said, stay safe, stay united, and stay Teamster strong. Thank you.

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